

## JOB DESCRIPTION

### 1. JOB IDENTIFICATION

**Job Title: Nurse Practitioner**

**Department(s): Nurse Practitioners**

**Job Description Reference: 247009**

**No of Job Holders: 2**

### 2. JOB PURPOSE

To work within the Advanced Nurse Practitioner (ANP) team and continually pursue their own personal/professional development to broaden their existing knowledge base & clinical competence to support multi-professional teams within the Golden Jubilee National Hospital, ensuring a high standard of clinical care, in accordance with the Nursing and Midwifery Council and Health and Safety Legislation.

They will be responsible under supervision for providing a high quality holistic service to patients within their care throughout the patient journey from pre-operative assessment, post-operative phase to discharge by promoting codes of practice and NHS policies.

The post holder will be responsible under supervision for the assessment, planning and implementing of patient care packages and will be able to make clinical decisions within the realms of their competence.

The post holder will establish and maintain communication links with other multidisciplinary teams internally and with other external agencies.

### 3. ORGANISATIONAL POSITION

Head of Nursing

Advanced Practice/NMP Lead

Advanced Nurse Practitioner

Nurse Practitioner (this post)

#### **4. SCOPE AND RANGE**

The post holder will under supervision use specialised knowledge and continually develop clinical expertise in the pursuit of clinical excellence and to provide a seamless high quality holistic service to both patients and their families.

The post holder will under supervision be responsible for assessing, planning, implementing and evaluating individual patients and plans of care.

The post holder will be a nurse prescriber/ or will undertake training to achieve this status who will prescribe a variety of intravenous and oral medications in line with local policy and clinical management plans and will also in collaboration with ANP's be responsible for the ordering of specific investigations including daily blood and X-ray requests.

The post holder will under supervision facilitate collaborative practice between all members of the multidisciplinary team whilst ensuring excellent communication links with primary care and other multi-centred external agencies.

The post holder will under supervision actively pursue their own personal/professional development to provide an expert knowledge base for the education of patients and fellow colleagues including junior medical staff.

#### **5. MAIN DUTIES**

To be responsible under supervision for the clinical assessment of patients by completing a full medical clerking of patient history and completing an in depth multi-system physical examination.

To be responsible under supervision for the monitoring of patient clinical status, making autonomous, complex diagnostic decisions based on the interpretation of clinical findings or by review of investigative procedures such as ECG's, X-rays and blood chemistry findings.

To be involved with the larger multidisciplinary team in the development of new protocols, utilising all available resources, in relation to nursing and medical practice in line with local and nationally agreed policies and guidelines to provide the highest quality of care based on up to date evidence based practice.

To review under supervision the prescribed medication regime to ensure that patients receive appropriate pharmacotherapy in effective doses.

When the Non-Medical Prescribing qualification is completed, the post holder will prescribe medications, both intravenous and oral medications, as a Nurse Prescriber in line with local protocols and clinical management plan as agreed with Independent Prescriber.

Under supervision, collaborate with the wider multidisciplinary team for the assessment and implementation of often highly complex invasive, non- invasive and therapeutic procedures

To manage and prioritise under supervision appropriate referrals to other inter hospital disciplines, other hospitals and external agencies.

To work under supervision of an Advanced Nurse Practitioner as a nurse practitioner whilst part of the larger multidisciplinary team negotiating elements of care as required.

To act within the guidelines laid down by the NMC Code of Professional Conduct.

### **Professional**

Initiate under supervision, innovative patient care and delivery packages in order to lead and develop evidence based practices.

Actively pursue educational opportunities which facilitate the continual development and support of specialist knowledge and skills in relation to the development of excellence in clinical nursing practice.

Practice within the Legal & Ethical framework as established by the Nursing and Midwifery Council (NMC) and National Legislation to ensure patient interests and wellbeing is being met.

Work within the National Health Service (NHS), NHS Health & Safety Executive (HSE) Legislation, Policy, Guidelines and Procedures. Maintain patient records in line with NMC guidelines for records and record keeping and Caldicott data protection.

### **Education and Research/Audit**

Contribute to the development of the provision of up to date, evidence based multidisciplinary information through continuing education, professional updating and involvement with specialist professional groups to maintain expert professional and clinical practice.

Actively participate in the provision of education to undergraduate and post graduate nurses and allied health professionals including medical staff in association with their mentors during clinical placement, where appropriate, in line with NES Quality Placement Standards.

Ascertain and review the specific needs of patients, relatives and staff in relation to the speciality and identify and pursue research to enhance the provision of care to meet these needs.

Motivate, actively promote and disseminate research based practice with the aim of providing the most up to date evidence based information available which will lead to best practice within the speciality.

Actively participate in the audit of current practice and act as effective change agent integrating information gained from research and audit to update clinical practice and ensure the delivery of holistic quality care.

Attend and evaluate professional and educational forums for healthcare staff and monitor their implications and impact on the speciality where appropriate.

Initiate and undertake research and audit projects where appropriate to review and enhance service and practice needs in line with nursing research strategy.

### **Organisational/Managerial**

Responsible for the day to day management of personal time and that of staff within remit in line with agreed job plan.

Support and develop staff from the multidisciplinary team to broaden their skills, knowledge and experience to promote the development of a flexible skilled workforce.

Performance is monitored on an ongoing basis and is appraised annually by the Advanced Practitioner Team and the Advanced Practice & NMP lead.

Accountable for the effective management of resources including stores, supplies, pharmacy and maintenance of equipment.

Act in a collaborative and advisory role to senior management.

Share service objectives with staff and lead in appraisal and setting of personal development plans of staff where appropriate.

Initiate and follow through appropriate procedures when a breach of policy occurs.

Responsible for the development of action plans to address any system failures.

Contribute to the wider Corporate agenda where appropriate.

## **6. SYSTEMS AND EQUIPMENT**

Responsible for ensuring that staff are aware of the responsibilities placed upon them under the Health & Safety at Work Act 1974, to ensure that the agreed safety procedures are carried out to maintain a safe working environment for patients, visitors and employees.

Responsible for inputting information into electronic patient record, written record and audit and research databases. They will comply with the Data Protection Act, Caldicott Guidelines and local policies regarding confidentiality and access to medical records and ensure all staff complies with the policy.

Responsible for the accessing, evaluation of clinical information from multidisciplinary laboratories computer systems

Promote the use of Information Technology to benefit personal development and patient care for example electronic staff rosters, electronic patient record systems and research /audit databases.

Responsible for the safe use of equipment, for maintaining appropriate levels of stock in own areas of practice and for ensuring appropriate equipment or supplies are purchased.

Review current practice and propose change to working practices and procedures through audit and research to maintain best practice.

Maintain and develop specialised knowledge and use of all medical devices and equipment used within the clinical environment.

## **7. DECISIONS AND JUDGEMENT**

Makes clinical decisions including differential diagnosis and clinical management of patients within their care based on a sound knowledge and interpretation of clinical and other findings such as laboratory investigations, ECG's and X-rays. These and other decisions such as admission, discharge and transfer from hospital will be made with the collaboration and supervision of an Advanced Nurse Practitioner.

Evaluates and implements packages of care for patients on an individual basis including the prescription of intravenous and oral medications within the confines local policy and clinical management plan. This does include the management and prescribing for patients with serious sudden onset conditions that may need immediate effective first line treatment.

Initiate and make formal referrals to other expert medical specialities internally and with multidisciplinary external agencies.

Uses well developed skills and initiative and can act autonomously (within a multidisciplinary team) within the limitations of clearly defined policies and guidelines.

Demonstrates sound judgement in assessing the emotional and physical care of the patient, in a holistic manner, using a sound knowledge of the grieving process and also the healthy physical and psychological recovery process.

Supports staff both nursing and medical staff to broaden their skills, knowledge & experience and works collaboratively in the interest of providing high quality patient care and service

Anticipates conflicts and difficulties arising from differences in expectations among the team within the department and develops solutions for both intra and inter professional differences.

## **8. COMMUNICATIONS AND RELATIONSHIPS**

The post holder will be required to use a variety of verbal, written and computerised communication methods to develop internal and external networks to promote the profession, directorate and organisation.

Proficiently acts as both patient and staff advocate through the knowledge and application of ethical, legal and professional skills whilst providing support and empathy and reassurance to both parties in the delivery of patient care.

Responsible for communicating and interpreting sensitive, complex, clinical information in an easy to understand way to patients and their relatives from a variety of cultural and life circumstances where there may be barriers to understanding and resistance to behaviour change.

The post holder will be required to use sound negotiation and motivational skills where there may be barriers to understanding and resistance to change within the multidisciplinary team i.e. negotiating changes to working practices with the nursing and medical staff.

## **9. PHYSICAL, MENTAL, EMOTIONAL AND ENVIRONMENTAL DEMANDS OF THE JOB**

The job entails a combination of sitting, standing and walking and does include moving and handling of patients on a daily basis.

Skilled technical and manual dexterity/expertise required for invasive/non-invasive techniques such as Venepuncture, Cannulation, Intermediate Life Support Skills, Defibrillation performing and interpretation of ECG's.

Moving and handling of technical and clinical equipment within the High dependency and ward areas.

Exposure to body fluids /therapeutic products on a daily basis.

### **Mental Effort/Skills**

The pattern of work can be unpredictable based on the need of an individual patient i.e. if a patient is unwell or an emergency occurs within the clinical area, routine tasks may have to be delayed till the situation is resolved.

The post holder has to be able to respond quickly and effectively to rapidly changing clinical situations and be able to employ robust clinical knowledge and skills in their management.

The post holder will require high levels of concentration and application of specialised knowledge during:-

- During patient assessment under supervision at nurse led assessment clinics or at ward Level
- During patient counselling sessions re surgery, pathology or receiving bad news
- Whilst preparing formal discharges and reports
- During teaching sessions with staff members including medical staff
- Whilst assessing and making appropriate referrals under supervision
- Whilst planning ongoing personal professional and academic development
- Whilst using multidisciplinary, research/audit computer databases

- Whilst corresponding through email and writing formal reports
- Whilst communicating with patients and relatives in person or by telephone

## **10. MOST CHALLENGING/DIFFICULT PARTS OF THE JOB**

Ensuring a robust level of clinical assessment, evaluation and decision- making is based on the synthesis of highly complex information and clinical presentation and in collaboration with members of the Advanced Practice Team.

Evaluating highly complex information and implementing effective communication skills within the individual's clinical competence and to disseminate this to other members of the multidisciplinary team.

Act in a professional advisory role to a wide variety of contacts including patients, relatives, nursing, medical and paramedical colleagues.

Communicating complex and sensitive information to patients and relatives where appropriate and also psychologically supporting distressed, anxious relatives, patients and colleagues.

Maintaining an advanced level of clinical knowledge by ongoing personal and professional development by undertaking continual ongoing academic and practice development.

Participating actively in ongoing and innovative research and audit to and the ability to act as an effective change agent to ensure that high quality, evidence based care is passed on to the patient.

Dealing with aggression from patients, relatives and other members of the public.

## **11. KNOWLEDGE, TRAINING AND EXPERIENCE REQUIRED TO DO THE JOB**

First level registered nurse

Minimum 1<sup>st</sup> level degree

Evidence of professional/clinical knowledge in specialised area and of continuing professional and academic development

Evidence of sound communication and management skills

Ability to use specialised computer skills to access and input data related to practice/research and audit

Evidence of involvement in the development of programmes of care, protocols and clinical audit

Ability to conduct a comprehensive clinical patient history and perform a multi-system physical examination or willingness to undertake academic qualification in this area

Intermediate/Advanced Life support provider

Nurse Prescriber or willingness to undertake academic qualification in this area

Experience in the performance of extended roles such as cannulation, venepuncture, and the interpretation of ECG, X-ray and blood results

Significant experience within an acute speciality

Ability to fulfil criteria outlined in job description

## **12. JOB DESCRIPTION AGREEMENT**

**Job Holder's Signature:**

**Date:**

**Print name:**

**Head of Department Signature:**

**Date:**